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Operational activities for development: operational activities for development of the United Nations system

Advancement of women

Activities of the United Nations Development Fund for Women

Note by the Secretary-General

The Secretary-General has the honour to transmit to the General Assembly the report on the activities of the United Nations Development Fund for Women, prepared pursuant to Assembly resolution 39/125 of 14 December 1984.

Summary

The present report provides a review and update of the programme and activities of the United Nations Development Fund for Women (UNIFEM) for 2004. The report tracks overall progress and highlights concrete results in the implementation of its multi-year funding framework 2004-2007 during the year under review. The report concludes with a set of recommendations on how the development and organizational effectiveness of UNIFEM can be further strengthened.

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I. Introduction

1. The present report provides a review and update of the programmes and activities of the United Nations Development Fund for Women (UNIFEM) for 2004. It tracks the progress made and highlights concrete results in the implementation of the first year of the UNIFEM multi-year funding framework 2004-2007. It concludes with a set of recommendations (see chap. III), based on the annual review undertaken by the UNIFEM Consultative Committee, on how the effectiveness of UNIFEM can be further strengthened.

2. 2004 was the first year of the three-year term of the members of the Consultative Committee (Canada, Jordan, Mexico, the Niger and Slovenia). Members of the Committee, which is chaired by Jordan, provided valuable guidance and advice to the Fund.

II. Programme and financial management

A. Overview

3. In March 2005, the 10-year review of the Beijing Platform for Action[1] highlighted unique aspects of the progress made in its implementation, and the gaps that remain, in each region of the world. The overall outcomes of the review inform and reinforce initiatives to strengthen national capacity in implementation and accountability for achieving gender equality and women's empowerment in the context of the Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women, Security Council resolution 1325 (2000) of 31 October 2000 and more than 120 national plans of action for the advancement of women.

4. The report tracks the progress made towards achieving the outcomes highlighted in the UNIFEM multi-year funding framework, using the indicators applied to the goals set out in the framework. It is divided into three chapters aligned with the results framework (see DP/2004/5 and Corr.1, sect.III.B), which was endorsed by the Executive Board of the United Nations Development Programme and of the United Nations Population Fund in January 2004 and can be summarized as follows:

(a) **Outcome 1 (macro level).** Formulation and implementation of national and regional legislation and policies to promote and protect women's human rights:

1.1 Gender discriminatory provisions are removed;

1.2 Legislation and policies are formulated or implemented to promote women's human rights;

1.3 Legal and policy commitments to gender equality are preserved;

1.4 Gender equality is incorporated in constitutions;

1.5 Resource mobilization and allocations support the implementation of gender equality plans and policies;

1.6 Poverty-reduction strategies and sector-wide approaches to reflect gender-equality commitments;

(b) **Outcome 2 (meso level).** Mainstream institutions to demonstrate leadership commitment, and technical capacity and establish accountability mechanisms to support women's empowerment:

2.1 Sex-disaggregated data are available and used to devise and monitor gender-responsive policies;

2.2 Policies, programmes and resource allocations of regional, national and local organizations are consistent with gender equality;

2.3 Millennium Development Goals processes, common country assessment/United Nations Development Assistance Framework and peacekeeping missions reflect commitments to gender equality;

2.4 United Nations country teams and multilateral development banks support gender equality initiatives;

(c) **Outcome 3 (meso level).** Gender equality advocates have the knowledge and are positioned to spearhead and transform policies, programmes and resource allocations:

3.1 Influence of women's organizations on mainstream policies;

3.2 Increased capacity of national and regional governments and non-governmental organizations to promote women's rights;

3.3 Effectiveness of inter-agency thematic groups on gender in influencing United Nations country teams;

(d) **Outcome 4 (micro level).** Change to be brought about in harmful and discriminatory attitudes and practices so as to promote and protect rights of women and girls:

4.1 Media portrayal of gender equality;

4.2 Effectiveness of campaigns to prevent, monitor and reduce gender-based violence;

4.3 Effectiveness of national institutions to prevent, monitor and reduce gender-based violence;

4.4 Elimination of gender disparity in wages.

5. Section B of the present report, which focuses on development effectiveness, is organized according to the four goals in the UNIFEM strategic results framework, namely, reducing feminized poverty, ending violence against women, halting and reversing the spread of HIV/AIDS, and achieving gender equality in democratic governance and in post-conflict countries. Progress insofar as each goal is tracked according to the framework outlined above, and results reports in relation to macro-, meso- and micro-level change. Information is provided on the capacities supported by UNIFEM worldwide to promote the use of tools of accountability (i.e., gender-responsive budgeting; human rights commitments; data and statistics; and media and communications).

6. In section C of the report, progress is tracked according to the goals set out in the UNIFEM organizational effectiveness matrix (DP/2005/24, sect.III), namely: (a) recognition of the coherence, relevance and sustainability of UNIFEM products and services; (b) alignment of the capacity of UNIFEM programmes with demand;

(c) the strengthening of partnerships to generate new and expanded constituencies; (d) the alignment of the management and human resources of UNIFEM practices to reflect its commitment to excellence, empowerment and rights; and (e) establishment of a larger, more diversified and more reliable resource base.

7. Section D of the report contains a summary of key challenges and priorities, building on lessons learned in the current reporting period.

8. UNIFEM contributes to the achievement of reported results, but the achievements belong to national and regional partners. UNIFEM plays the role of facilitator, advocate and technical adviser to governmental and civil society partners, while coordinating activities with United Nations partners, bilateral donors and other actors.

B. Development effectiveness

9. Reports from the first year of implementation of the multi-year funding framework 2004-2007 reflect 41 instances in which UNIFEM contributed to strengthening policies and laws to enhance the empowerment and rights of women; 77 instances in which it contributed to strengthening the capacity of key institutions to deliver on commitments to gender equality; 64 instances in which it expanded the capacity of government and non-governmental organizations and networks to advocate for gender equality; and 16 instances in which it contributed to reversing harmful practices which discriminate against women and girls.

1. Goal 1: reducing feminized poverty

10. UNIFEM addresses feminized poverty in the context of the Millennium Development Goals, in keeping with regional realities and opportunities. The largest UNIFEM programmes in this area are those which support gender-responsive budgeting in 34 countries, the incorporation of gender considerations into land reform in Central Asia and programmes for women migrant workers in Asia and the Arab States.

(a) Macro level. Policies and laws strengthened to promote women's economic opportunities

11. UNIFEM supported the incorporation of gender equality concerns in poverty reduction strategies in Africa and the Caribbean. Gender-responsive budgeting initiatives in Mozambique, Nigeria, Senegal and the United Republic of Tanzania have generated data on women's economic contributions and needs which can influence poverty reduction strategies. The gender-responsive budgeting initiative in Senegal formed a partnership between the Poverty Reduction Strategy Monitoring Unit at the Ministry of Economy and Finance and the Ministry for Women to establish a comprehensive framework for monitoring the process of implementation of the poverty reduction strategy from a gender perspective. In Mozambique, the support provided by UNIFEM and the United Nations Development Programme (UNDP) to the training of trainers in gender-responsive budgeting resulted in the creation of a special interest group comprised of representatives of government and civil society and donors. The group supports the mainstreaming of gender in the poverty reduction strategy of Mozambique and in the national budget. In the Eastern

Caribbean, UNIFEM is a partner of UNDP in a review of poverty reduction strategy papers, to be presented to Governments in 2005.

12. Gender-responsive budgeting work is relevant to all UNIFEM goals and outcome areas. The UNIFEM gender-responsive budgeting programme, launched in 2001, has attracted support from the Governments of Belgium, Italy and the United Kingdom of Great Britain and Northern Ireland, and from the European Union. The programme has demonstrated the progress made in achieving three longer-term results: (a) making budget processes more accountable, transparent and participatory; (b) changing budget decisions on allocations and revenue-raising to reflect responsiveness and accountability to gender equality in the Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and the Millennium Development Goals; and (c) expanding regional, national and local expertise. In 2004, UNIFEM provided technical or financial support for the application of gender budgeting tools both nationally and locally in 34 countries.

13. Such initiatives contribute to national and local agreements to make budgetary processes more gender-responsive. UNIFEM and many other partners are supporting wide-ranging initiatives which contribute to change at the national and local levels. In India, the Finance Minister directed 18 departments to submit performance budgets and grant requests for 2005-2006 with the data grouped to reflect allocations to, and expenditure on, women. In Senegal, parliamentarians requested that gender budgeting tools analyse women's vulnerability to HIV/AIDS, and the steering committee of the gender budget project is undertaking a gender-responsive budgeting exercise, in preparation for the country's third national plan for women. In Ecuador, local-level gender-responsive budgeting initiatives resulted in a municipal decree making it a priority to hire women for infrastructure projects funded by the municipality of Cuenca, and in the establishment of a fund for local women's microenterprise initiatives.

14. UNIFEM supported positive outcomes concerning women's ownership of assets in Kyrgyzstan and Tajikistan. In Kyrgyzstan, a partnership was formed with the Land Reform Centre, which reports to the Ministry of Agriculture and Water Management. Information exchanges between local leaders and project staff led to greater gender responsiveness in the work of local administrations, as well as in the collection of practical cases to support the drafting of amendments to the land law, which were submitted to Parliament in 2004. The project's legal advisers, in collaboration with local authorities, conducted training for personnel in a network of 47 legal clinics which cover both rural and urban areas, with 30 per cent of the heads of local authorities continuing to cooperate with the legal advisers. In Tajikistan, Parliament accepted 4 of 11 proposed amendments to strengthen gender equality in the Land Code, which were signed into law by the President of the Republic in 2004. A coordination council chaired by the Deputy Prime Minister supports the ongoing process of incorporating gender considerations into land reform policies and legislation.

(b) Meso level. Leadership, commitment, capacity and accountability of mainstream institutions to address feminized poverty

15. Two of the key constituencies that UNIFEM focuses on in regard to feminized poverty are statistics users and producers, and the national and local governmental organizations that influence the options and choices of migrant women.

16. Reliable and sex-disaggregated data are necessary for the formulation of public policy and generation of strategies to reduce feminized poverty, and for monitoring progress achieved in regard to the Platform for Action, The Convention on the Elimination of All Forms of Discrimination against Women and the Millennium Development Goals. UNIFEM supports the efforts of statistical institutes and relevant ministries in 18 countries to build sustainable partnerships and their commitment to use data for more effective achievement of w[illegible]n's rights and empowerment, as well as regional efforts in Africa, Arab States, Central and South Asia, Eastern Europe and Latin America.

17. Owing to the lack of adequate employment options in sending countries, women are migrating in search of economic security. UNIFEM has provided support to Governments for the institution of reforms relating to migrant women in destination countries and countries of origin, including Jordan (destination), Indonesia, Nepal, the Philippines and Sri Lanka. UNIFEM supported mapping studies carried out in 2004 which led to the drafting of an ordinance in Bohol, Philippines, protecting women at all stages of migration and creating a savings mobilization and productive investment pilot project which used remittances in its reintegration policies and programmes.

(c) Meso level. Gender equality advocates have the capacity to spearhead and transform policies and programmes to end feminized poverty

18. UNIFEM supports women's rights advocates and networks in government and civil society to build knowledge and strategies that ensure the gender responsiveness of macroeconomic and poverty reduction strategies and build skills to advocate for economic opportunities for poor women. Regional initiatives are under way in Mexico and in Central America, francophone West Africa, Southern Africa, Central and Eastern Europe, and South and South-East Asia. A Southern African network of women economists was created in September 2004 with UNIFEM support, replicating the Network of African Women Economists, launched in Dakar in 2003. In addition to supporting women economists in interfacing at the policy level, UNIFEM supports networks of working women. UNIFEM supported home-based workers in India where, in 2004, Homenet, a partner of UNIFEM, secured a social security plan which is to be piloted in 50 districts for informal sector workers who are above the age of 60 and whose monthly incomes are under Rs. 6,500. Homenet Indonesia influenced the Central Bureau of Statistics in institutionalizing the collection of data on women in informal employment.

(d) Micro level. Change in the harmful and discriminatory attitudes and practices that perpetuate feminized poverty

19. UNIFEM pilots initiatives to change stereotypical notions about the options and opportunities available to women in the marketplace. In 2004, it focused on new partnerships to enhance women's capacity to benefit from information and communication technology (ICT), thereby positioning rural women producers at

higher levels of the value chain. Improved economic options have ensued in the Arab States, Afghanistan, India, Malawi, Rwanda, Zambia and Zimbabwe.

20. Since 2001, a partnership between UNIFEM, the Government of Jordan, Cisco Systems and UNDP has worked to ensure that women and men benefit equally from ICT. This has resulted in training for 1,000 students in 12 Cisco academies, 60 per cent of them women. Some 70 per cent of the students have found jobs in the information technology sector through job fairs. This experience has led to a partnership in a Government-sponsored "e-village", with UNIFEM providing technical assistance to develop a model approach, involving public and private sector partners, to ensure that women benefit from the Government's support for ICT initiatives in the rural villages of Lib and Mleih.

2. Goal 2: ending violence against women

21. Since the early 1990s, when UNIFEM advocated for greater attention by the United Nations to violence against women, many United Nations organizations have taken up the cause. The inter-agency approach to managing the United Nations Trust Fund in Support of Actions to Eliminate Violence against Women, established in 1996 in pursuance of General Assembly resolution 50/166 of 22 December 1995, is contributing to enhanced coordination in this area.

22. The dearth of data on violence against women at all levels is cited to explain why the globally agreed Millennium Development Goals do not include the elimination of such violence as a target or indicator. Yet, new data are emerging. The support provided by UNIFEM for the collection and dissemination of statistics, the above-mentioned Trust Fund and its regional replication in Central Asia and a regional programme in South Asia to address trafficking in women and girls are the largest of the UNIFEM programmes to end violence against women.

(a) Macro level. Policies and laws strengthened to protect women's right to live free from violence

23. UNIFEM has supported efforts to introduce, retain or strengthen domestic violence legislation in 14 countries; strengthen laws on trafficking in South Asia; enhance the policy response to femicide in Central America and the Andean region; and criminalize gender-based violence in Sierra Leone and sexual violence in Peru. UNIFEM has worked within the United Nations system to advocate for a consistently applied policy which addresses violence against women in post-conflict needs assessments and in crisis-response situations.

24. Results include the formulation, introduction or passage of laws which penalize domestic violence in Kazakhstan, the Lao People's Democratic Republic, the former Yugoslav Republic of Macedonia, Nepal, Tajikistan and Zimbabwe. Where law and policy reform efforts are at a preliminary stage, support provided by UNIFEM focuses on reviews, assessments and consensus-building. In Barbados, the assistance provided by UNIFEM to the Coalition against Sexual Harassment will inform the law reform process. In Sierra Leone, UNIFEM assisted the Law Reform Commission in undertaking a comprehensive review of the legal framework in relation to the criminalization of gender-based violence.

25. As part of its regional anti-trafficking programme in South Asia, UNIFEM supported a review to identify the areas needing reinforcement in the criminal

justice systems of Bangladesh, India, Nepal and Pakistan. The reviews have resulted in proposed amendments to existing legislation in Nepal, with a new bill tabled in Parliament.

(b) Meso level. Leadership, commitment, capacity and accountability of mainstream institutions to address violence against women

26. UNIFEM helps build the capacity of duty bearers, focusing on the judiciary, law enforcement, parliamentarians, ministries of health and foreign affairs, departments of statistics, and United Nations partners. UNIFEM supports efforts to improve the generation and use of data in Egypt, India, Jordan, Mexico, Saint Lucia, the Syrian Arab Republic, Thailand and Zimbabwe.

27. The work of UNIFEM with the national statistics institute in Mexico (INEGI), the Health Ministry and the Institute for Women has generated data that validate strengthening health protocols and services to address domestic violence, especially in states in which vulnerability is greatest. UNIFEM and INEGI have shared innovations in policy and practice with El Salvador, Honduras and Nicaragua.

(c) Meso level. Gender equality advocates have the knowledge and capacity to spearhead policies and programmes to end violence against women

28. The United Nations Trust Fund in Support of Actions to Eliminate Violence against Women is the main entry point for strengthening the capacity and influence of non-governmental and governmental organizations to spearhead innovative responses to gender-based violence at the country level. The Trust Fund has awarded grants totalling $8.3 million in 96 countries. In 2004, grants to 17 organizations which address violence in conflict and post-conflict situations in 21 countries totalled $900,000. An updated Trust Fund strategy has been formulated for implementation in 2005.

29. A number of those in receipt of grants have registered results and recognition. For example, in Central Asia, the regional replication of the Trust Fund, supported by the German Government, built capacity and partnerships. In Uzbekistan, the non-governmental organization Ikbol launched an awareness-raising strategy about gender-based violence among soldiers, resulting in the inclusion of its training module in the capacity-building plan of the Ministry of Defence for 2004.

(d) Micro level. Change in harmful and discriminatory attitudes and practices that perpetuate violence against women

30. UNIFEM uses public campaigns and media to change attitudes. There are two primary areas of focus in this regard: provision of support to campaigns, including the campaign entitled "16 Days to End Violence against Women", in which thousands of organizations worldwide participated; and establishment of partnerships with the private sector to generate new resources for national efforts and with men to change attitudes. In Brazil, UNIFEM worked closely with Full Jazz, an advertising agency owned by women, to create publicity pieces for a nationwide campaign. The advertising campaign "Bem Querer Mulher" (Caring for Women) was launched on 25 November 2004 on television, radio, and in print. Donations will be used to establish a UNIFEM-managed national fund to address violence against women in Brazil, modelled on the global Trust Fund.

3. Goal 3: halting and reversing the spread of HIV/AIDS

31. UNIFEM advocates for attention to be paid to the gender and human rights dimension of HIV/AIDS, particularly with respect to reversing the discrimination endured by women affected and infected by HIV/AIDS, and highlights the contributions and perspectives of HIV-positive women. The six-country initiative supported by the Japanese Human Security Fund is the largest UNIFEM programme in this area.

(a) Macro level. Policies and laws strengthened to reverse and halt the spread of HIV/AIDS

32. UNIFEM works with wide-ranging networks to mainstream the gender and human rights dimensions of HIV/AIDS in national AIDS plans in Burundi, Cambodia, Honduras, Rwanda, Thailand and Zimbabwe, and in policy processes in the Caribbean, India, Kenya and South Asia. Following a training programme held for the National AIDS Council of Zimbabwe, standard guidelines on mainstreaming gender and human rights in HIV and AIDS care, prevention, mitigation and treatment will be adopted into policy. In Kenya, UNIFEM assisted HIV/AIDS and women's networks in lobbying for a gender-sensitive HIV/AIDS control and prevention bill, which was submitted to Parliament.

(b) Meso level. Leadership, commitment, capacity and accountability of mainstream institutions to halt the spread of HIV/AIDS

33. UNIFEM works with the ministries of health in Honduras, Brazil and Cambodia, faith-based groups in Nigeria, and public sector employers in India. Its work with the Indian Railways — the third largest public employer in the world and the largest in India, with 1.8 million employees — has continued to generate results. A strategy developed with the Vijayawada Division of South Central Railways which has 29,000 employees uses peer education to inform employees on gender and HIV issues. The peer education initiative is being replicated in railway zones across the subcontinent. Spearheaded by UNIFEM, its partnerships with UNDP, the International Labour Organization (ILO), the Joint United Nations Programme on HIV/AIDS (UNAIDS), civil society and the AIDS Society in the state of Andhra Pradesh are central to the work. The project has made an important contribution to developing substantive gender-sensitive baseline data that can be used for the formulation of policies and programmes on the various dimensions of HIV/AIDS. Also being developed are a revolving fund for women affected by HIV and a communication strategy on masculinity and male responsibility.

(c) Meso level. Gender equality advocates have the capacity to strengthen policies and programmes to halt and reverse the spread of HIV/AIDS

34. UNIFEM supports building the capacity of networks of HIV-positive women to advocate for policies and services in Africa, Cambodia and India, and brings research groups into efforts to highlight the gender dimensions of the pandemic. UNIFEM supported the participation of the Positive Women's Network in India in major national and international meetings, its joining of the Global Coalition on Women and AIDS, and leveraged support from donors.

(d) Micro level. Change in harmful and discriminatory attitudes and practices that perpetuate gender inequality in the context of HIV/AIDS

35. UNIFEM addresses the stigma and discrimination experienced by women affected and infected by HIV/AIDS and supports gender-responsive prevention strategies by means of media and pilot programmes in 10 countries.

36. UNIFEM is piloting gender empowerment zones in India, Brazil and Zimbabwe to make clear the link between progress on gender equality and reductions in the prevalence of HIV/AIDS. In Mutoko, Zimbabwe, a rural community heavily affected by HIV/AIDS, a pilot programme spearheaded by UNIFEM has attracted wide-ranging partners, including the Food and Agriculture Organization of the United Nations (FAO), the United Nations Children's Fund (UNICEF), and the United Nations Educational, Scientific and Cultural Organization. Locally trained community members are taking on roles in local political organizations; the project has also resulted in the creation of the Rural Home-Based Coalition advocates for the allocation of resources for home-based care; the participation of men in home-based care is increasing; and women affected and infected by HIV note that stigma and discrimination have declined.

4. Goal 4: achieving gender equality in democratic governance and in post-conflict countries

37. UNIFEM adopts a holistic approach to this goal, marshalling support for the civil rights of women as voters, candidates and leaders in every sphere. UNIFEM links constituencies for women's rights to political processes and builds their capacity to advocate for the institutional changes needed if women leaders are to influence post-conflict reconstruction. The largest UNIFEM programmes in this area support the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in every region and the promotion of gender justice in post-conflict reconstruction in over 20 countries.

(a) Macro level. Policies and laws strengthened to achieve gender equality in democratic governance

38. In 2004, UNIFEM supported efforts to secure or implement gender equality laws in Kosovo (Serbia and Montenegro), Moldova and Sierra Leone; to formulate or strengthen gender equality plans or policies in Brazil, Burundi, Ecuador, Venezuela and Zimbabwe; and to enshrine gender equality in the constitutions of Afghanistan, Bolivia and countries throughout Africa. In Burundi, UNIFEM partnered European Parliamentarians for Africa and the Network of Central African Women Parliamentarians for the incorporation of gender considerations in the constitution and electoral code. These efforts were furthered in the gender equality project that UNIFEM executed on behalf of UNDP and the Ministry of Social Affairs, resulting in the adoption of a national gender equality policy.

39. In post-conflict countries, elections present challenges and opportunities for women as candidates and voters. In Afghanistan, UNIFEM supported the convening of a meeting, the first public forum of its kind on women's rights, which featured 150 women activists and journalists in a dialogue with 10 of the 18 presidential candidates and which was broadcast nationally. Together with a local non-governmental organization, UNIFEM provided gender training for electoral commissioners to increase their understanding of women's role in the election

process. In Ghana, UNIFEM supported the International Federation of Women Lawyers in training women aspirants to develop a women's agenda for campaigns. This contributed to a 10 per cent increase of women in Parliament.

40. Support from the European Union and the United Kingdom Department for International Development have made it possible for a UNIFEM team of Iraqi staff to work with the Ministry of Municipality and Public Works to support women's participation in the Iraqi elections and the training of focal points in the line ministries on women's roles in the electoral process. UNIFEM played a strategic role in assisting women to meet with the 25 members of the Iraqi Governing Council so as to secure 25 per cent female representation in governmental bodies, resulting in the appointment of six female ministers. UNIFEM worked with the Department of Political Affairs of the United Nations Secretariat and other United Nations partners to encourage voter turnout for the elections, resulting in large numbers of women voters (55 per cent women, 45 per cent men).

(b) Meso level. Commitment and capacity of mainstream institutions to achieve gender equality

41. UNIFEM intensified its involvement in post-conflict reconstruction processes in Asia, Africa and the Arab States, including the strengthening of regional institutions so as to enable them to align and apply their policies in conformity with the Convention on the Elimination of All Forms of Discrimination against Women.

42. In Africa, the strategic partnership of UNIFEM with the Inter-Governmental Authority for Development led to the endorsement of a regional gender policy by ministers of gender, and to the preparation of a draft gender policy in the Sudan. Mainstreaming a gender perspective in the United Nations/African Union-led process for the International Conference on Peace, Security, Democracy and Development in the Great Lakes Region was a focus of UNIFEM efforts in 2004. UNIFEM provided support for the placement of a gender expert in the Office of the Special Representative of the Secretary-General for the Great Lakes Region and contributed to a women's regional meeting held in October 2004, at which over 100 women from the Great Lakes region drafted the Kigali Declaration which identifies the roles and agenda of women in conflict resolution, and in achieving just and sustainable peace and development in the region. That Declaration was subsequently incorporated into the Dar-es-Salaam Declaration on Peace, Security, Democracy and Development in the Great Lakes Region, issued at the First Summit of Heads of State and Government held on 19 and 20 November 2004.

43. UNIFEM strengthens the capacity of institutions in over 20 countries to implement the Convention on the Elimination of All Forms of Discrimination against Women, including through regional programmes in South-East Asia and the Arab States. The judiciary is a focus of initiatives in Nigeria and Zimbabwe. UNIFEM is building capacities to apply the Convention to constitutional reviews in Rwanda and Burundi and to national legislation in Nigeria. Activities carried out in partnership with the Ministry of Foreign Affairs in Mexico included the development of a training programme on women's human rights for its staff, which is now conducted routinely by the Ministry. In Afghanistan, the focus was on building the capacity of judicial and governance institutions.

(c) Meso level. Gender equality advocates have the knowledge and capacity to spearhead and transform policies and programmes to promote gender equality in democratic governance

44. UNIFEM continued to support Member States in the implementation of Security Council resolution 1325 (2000) in Africa, the Andean region, the Arab States, the Balkans and the Southern Caucasus. The Southern Caucasus programme on women in peacebuilding and conflict resolution targeted activities and strategies to strengthen gender equality mechanisms on the basis of the Convention on the Elimination of All Forms of Discrimination against Women and Security Council resolution 1325 (2000). The women and peace networks created in Azerbaijan, Georgia and Armenia have launched strategic entry points for the implementation of the resolution. In Azerbaijan, Coalition 1325 is working with the State Committee on Women's Issues, the secretariat of the State Programme on Poverty Reduction and Economic Development (State Programme) and the United Nations country team to ensure that the emerging 10-year and national processes linked to the Millennium Development Goals fully reflect the priorities and needs of Azerbaijani women, including internally displaced women.

(d) Micro level. Harmful and discriminatory attitudes and practices that perpetuate gender inequality in governance change

45. UNIFEM supports media and advocacy strategies which create a positive environment for women's leadership and rights in democratic governance. In the Arab region, UNIFEM supported the launching of the first women's radio station in Iraq as a source of election information for women. In 2004, UNIFEM supported training for and network building among journalists in at least 10 countries to improve their coverage of women's rights and leadership.

C. Organizational effectiveness

46. The five performance goals in the results framework approved by the Executive Board (DP/2004/5 and Corr.1) are used to track progress made towards the greater organizational effectiveness of UNIFEM in the context of the new multi-year funding framework.

1. Goal 1: coherence, relevance and sustainability of UNIFEM products and services

47. Of special relevance is the extent to which: (a) innovation promoted by UNIFEM is replicated and/or scaled up towards sustainability; (b) feedback demonstrates the relevance of its products and services; and (c) evaluations are used strategically to generate learning that feeds into effective action by UNIFEM and its partners.

48. UNIFEM tracked 17 instances of replication and 11 of upscaling or institutionalizing[2] the initiatives that it supported in 2004. Of these, 16 are by Governments, 6 are by United Nations organizations and 6 by non-governmental organizations and private sector partners. The Ministry of Health in Thailand scaled up responses to preventing violence against women in 72 provincial government hospitals, based on a UNIFEM-supported one-stop crisis centre. Gender-responsive budgeting is being broadened or replicated by UNDP, UNICEF and the German

Agency for Technical Cooperation (GTZ) in Morocco and Colombia. The International Fund for Agricultural Development (IFAD) is exploring the replication of UNIFEM support to women producers of shea butter in Burkina Faso. Cisco Systems and UNIFEM are replicating their Jordanian initiative on achieving "e-quality" in the information technology sector in Egypt, Lebanon and Morocco, involving as new partners the International Telecommunication Union and the United States Agency for International Development.

49. UNIFEM explores how its products and services respond to opportunities and demands. Included in the UNIFEM-sponsored land reform programme in Kyrgyzstan was a national competition which spawned 20 television programmes and publications directing the public to services and which resulted in 6,671 people seeking assistance from local project offices. Better data are also emerging from electronic sources. The UNIFEM portal, http://www.womenwarpeace.org, has had four million hits in 18 months.

50. In 2004, UNIFEM finalized three programme evaluations and three project evaluations. UNIFEM participates in the inter-agency United Nations Evaluation Group and is strengthening its evaluation function over the forthcoming three years.

2. Goal 2: alignment of UNIFEM programmes with demand and opportunities to support innovation, learning and results at all levels

51. With a core annual budget of just over $20 million and non-core contributions reaching approximately $25 million in 2004, the capacity of UNIFEM effectively to respond to demand and use limited resources depends on its ability to leverage knowledge and action networks in order to extend its reach. Through the strategic use of human and financial resources, as well as subregional initiatives building communities of practice among countries, UNIFEM in 2004 supported programmes in 43 countries and provided technical advice and/or catalytic funding in 40 others.

52. In assessing its progress, UNIFEM examined its capacity both to influence the United Nations reform process in order to ensure that gender considerations are taken into account, particularly through its engagement with coordination mechanisms such as the common country assessment, the United Nations Development Assistance Framework, the poverty reduction strategy papers and the Millennium Development Goals, and to meet demand from United Nations country teams, particularly in response to crises and post-conflict reconstruction and in consolidated appeals and other inter-agency mechanisms.

(a) United Nations reform

53. UNIFEM works to improve the coordination of support for mainstreaming gender equality in an increasing proliferation of coordination mechanisms. It learned many lessons from coordinating gender theme groups in 11 countries, coordinating gender advisers and focal points in Central America, and from its participation in other thematic groups.

54. UNIFEM provided input into Millennium Development Goal processes in 20 countries: three regional initiatives; common country assessment/United Nations Development Assistance Framework exercises in 25 countries and three groups of regional readers; poverty reduction strategy papers in seven countries; and one regional analytical initiative. Input varied widely, from a full set of analytical and

advocacy activities for Millennium Development Goal processes in seven countries, through the holding of regional training workshops to build the capacity of gender equality advocates so as to increase their involvement in these processes in their own countries, to submitting comments on draft documents to United Nations country teams.

55. In four instances in 2004, the participation of UNIFEM in common country assessment/United Nations Development Assistance Framework processes resulted in its involvement in joint programmes and coordination activities to strengthen the overall effectiveness of the United Nations system and reduce transaction costs for the countries concerned. In Egypt, the common country assessment/United Nations Development Assistance Framework identified the need to support institutional capacities to advance and empower women. Led by UNIFEM, a joint programme was developed with UNDP, the United Nations Populations Fund (UNFPA), and UNICEF to support the multifaceted mission of the National Council for Women. Given the limited presence and resources of UNIFEM, it is unable to meet the demand for support or joint programming activities in every country in which they are requested; rather, it tries to identify and coordinate expertise and build regional and global capacities and tools that will enhance the overall capabilities of United Nations country teams and their access to gender equality resources.

56. In its capacity, as Chair of the task force of the Inter-Agency Network on Women and Gender Equality concerned with gender mainstreaming in common country assessment/United Nations Development Assistance Framework processes (in which UNDP, UNICEF, UNFPA and the Division for the Advancement of Women, United Nations Secretariat, also participate), UNIFEM led the development of a practical guidebook for strengthening and providing training for the involvement of gender theme groups in coordination processes. The guidebook was distributed to United Nations country teams throughout the world and is being translated into French and Spanish. UNIFEM seconded its senior economics adviser to the United Nations Millennium Project to strengthen the gender dimensions of analysis and action on goal 1 of the Millennium Development Goals. It also actively participated in the Task Force on Education and Gender Equality of the Millennium Project, produced a guidebook, *Pathway to Gender Equality*, on bringing together the Millennium Development Goals, the Convention on the Elimination of All Forms of Discrimination against Women and the Platform for Action and convened a global consultation of women's rights networks, in collaboration with the Millennium Campaign, to contribute to stronger linkages between the Beijing outcomes and the Millennium Summit. Finally, UNIFEM is working at the regional level with the Economic Commission for Latin America and the Caribbean to produce analyses that support reporting on the Millennium Development Goals which takes into account gender concerns and with UNDP in francophone West Africa and Southern Africa to strengthen analytical and implementation capacities to link poverty reduction strategy papers, the Millennium Development Goals and gender-responsive budgeting.

(b) Approaches to mainstreaming a gender perspective in the Millennium Development Goals

57. The in-depth activities in support of the achievement of the Millennium Development Goals that are executed by UNIFEM on behalf of UNDP at the national level are being piloted through a two-year project in five countries

(Cambodia, Kenya, Kyrgyzstan, Morocco and Peru). This programme is being implemented with funding from the United Kingdom Department for International Development, the Government of Japan and the Millennium Development Goal trust fund. The objectives of the project are to demonstrate to policymakers and programme planners the centrality of mainstreaming gender equality in the Millennium Development Goals for national development and to strengthen approaches to gender-sensitive monitoring and reporting on the progress made towards the achievement of the Goals.

58. In Cambodia, the project brought together UNDP, the World Bank, the Asian Development Bank, the Department for International Development and national partners to compile an agreed-upon set of data and indicators that would inform, and use Millennium Development Goal processes to strengthen, action in regard to goal 1 (poverty and hunger) and goal 8 (trade). In Kenya, poverty dialogues convened at the district level are allowing the voices of over 800 poor women and leaders of non-governmental organizations and community-based organizations in four rural districts to be heard in the Millennium Development Goal processes. In Kyrgyzstan, the project has secured agreement from a wide-ranging group of stakeholders on harmonized indicators for monitoring the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, the platform for action and the achievement of the Millennium Development Goals. In Morocco, analysis from the project will be used to reflect gender equality concerns in every aspect of the Millennium Development Goal report. In Peru, women's networks and media collectives have mainstreamed messages in the UNDP-sponsored Millennium Development Goal campaign, during which videos and radio spots are raising awareness of the gender dimensions of the Goals.

(c) Crises and post-conflict situations

59. In 2004, UNIFEM provided expertise in gender equality to joint needs assessments for Haiti, Liberia and the Sudan and also played a key role in the inter-agency working group on disarmament, demobilization and reintegration.

60. The participation of UNIFEM in the overall response of the United Nations to the tsunami which occurred in Asia in December 2004 has provided opportunities to strengthen the capacities of local women's organizations to promote livelihood options, protect the rights of women and girls and bring input by women into the recovery and reconstruction process. The Fund's ongoing participation in activities coordinated by the United Nations activities in the Sudan and its support to Sudanese women's groups resulted in a common agenda being formulated by women leaders throughout the country, which Sudanese women formally presented to the donors' conference held in Oslo in April 2005.

61. The support provided by UNIFEM to the Ndabaga Association of Women Ex-Combatants, the first organization of demobilized women in the Great Lakes region, is a catalyst for broader efforts in relation to disarmament, demobilization and reintegration. In August 2004, UNIFEM and the Canadian International Development Agency brought together over 200 women ex-combatants. A representative of the Association briefed the Security Council on the potential roles of demobilized women in addressing HIV/AIDS and supporting peacebuilding in their countries. UNIFEM advocacy in this area has resulted in a growing partnership with the World Bank on the multi-country demobilization and reintegration

programme for the Great Lakes region, which opens the door to incorporating gender concerns into disarmament, demobilization and reintegration activities throughout the region.

3. Goal 3: strategic partnerships generate new and expanded constituencies and learning for gender equality

62. In cooperation with Governments, UNIFEM strengthened traditional partnerships with national machineries for women, women's parliamentary networks and bilateral donors while expanding its work with statistics bureaux and ministries of finance, planning, transport and justice. Within the United Nations system, while UNIFEM continues to have strong partnerships with UNDP, UNFPA, UNICEF and UNAIDS, stronger partnerships with other United Nations organizations, such as ILO and IFAD, emerged in 2004. Women's non-governmental organizations and networks remain key strategic partners in all UNIFEM initiatives, and partnerships are emerging with faith-based organizations, other issue-based networks and coalitions of non-governmental organizations and academic institutions. Progress has also been made with a select number of private sector partners. UNIFEM tracks the extent to which its partnerships, such as those described in section B above, contribute to expanded and sustainable opportunities to achieve gender equality and women's empowerment.

63. Strengthening UNIFEM technical support and its influence in the United Nations Development Group has proved to be a key strategy for enhancing the overall response of the United Nations to national commitments to incorporate gender equality concerns in policies and programmes. In response to the request of the General Assembly in resolution 59/250 of 22 December 2004, on the triennial comprehensive policy review of operational activities for development of the United Nations system, the United Nations Development Group launched the task force on gender equality, which is chaired by UNIFEM. The task force aims to coordinate and support more consistent and coherent action among the members of the Group in mainstreaming gender equality and promoting women's empowerment through United Nations reform mechanisms at the country level.

64. The strategic partnership of UNIFEM with United Nations organizations continue to improve and grow. Strengthening collaboration with UNDP was a key area of work throughout 2004; this included enhanced collaboration with UNDP regional centres and the identification of select areas, such as work on Millennium Development Goals and poverty reduction strategy papers, gender justice in post-conflict reconstruction, women's political participation and HIV/AIDS, in which UNIFEM and UNDP could together provide countries with better coordinated and more coherent assistance. UNFPA remained a regular partner in activities undertaken in all regions, including those on gender-based violence in Latin America and in post-conflict countries worldwide and those addressing the gender dimensions of HIV/AIDS in Africa and South Asia. The partnership with UNAIDS continues, including through the participation of UNIFEM in the Global Coalition on Women and AIDS, and that with UNICEF is growing, particularly in regard to gender-responsive budgeting and bringing together work on the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women in support of action 2 of the Secretary-General's agenda for further change to strengthen the United Nations (see A/57/387).

65. Working relationships with the World Bank continue to expand, with concrete examples in 12 countries, such as activities that bring a gender perspective to Millennium Development Goal processes, gender-responsive budgeting and disarmament, demobilization and reintegration activities in the Great Lakes region. The relatively new partnership with IFAD in South Asia and francophone West Africa, and the expanding partnership with the United Nations Human Settlements Programme (UN-Habitat) in Latin America and South-East Asia, are generating opportunities to strengthen coordination in relation to the gender dimensions of rural poverty.

4. Goal 4: aligning UNIFEM management and human resources practices and policies to reflect its commitment to excellence, empowerment and rights

66. In aligning UNIFEM management and human resources practices and policies, there are three areas of focus: further clarifying operational guidelines between UNIFEM and UNDP; more effective and efficient financial management with the rollout of the Atlas enterprise resource planning system; and delivery of financial resources in 2004.

67. The revised guidelines on the operational relationship between UNDP and UNIFEM were signed by both parties on 7 June 2004, with the delegation of authority signed on 15 June 2005. The agreement distinguishes between the oversight and services to be provided by UNDP for UNIFEM operations, thereby clarifying areas of responsibility. This gives UNIFEM appropriate authority over its business and will expedite administrative, human resource and financial transactions, in line with the principles of the multi-year funding framework.

68. UNIFEM invested significantly in the rollout of the Atlas system in 2004 and will continue to build staff capacity and develop systems so that the investment in Atlas results in the cost-effective timely and coherent delivery of development assistance. The real-time information provided by the system will lead to a more effective, efficient and decentralized management of resources.

5. Goal 5: a larger, more diversified and more reliable resource base supports capacity of UNIFEM to meet opportunities and commitments

69. In 2004, UNIFEM achieved a larger and more diversified resource base. Non-core resources more than doubled, while core resources grew at a much slower pace. Core resources now need to be significantly increased given the focus on implementation and accountability emerging from the 10-year review of the Beijing Platform for Action. The following table provides a comparison of UNIFEM multi-year funding framework projections for 2004 with estimated receipts for the year:

	Projected 2004[a]	*Actual 2004*[a]	*Actual 2003*[a]
Core	24.2	23.2	21.7
Non-core	14.0	25.5	12.3
Miscellaneous	1.9	1.6	2.0
Total	**40.1**	**50.3**	**36.0**

[a] In millions of United States dollars.

70. UNIFEM exceeded its projections for 2004 by approximately $10 million, due largely to increases in cost sharing and trust funds. Total funds increased by more than $14 million (or about 43 per cent) over 2003 contributions.

71. While core funds did not reached the projected level, they did increase from $21.7 million in 2003 to $23.2 million in 2004. While the bulk of its core and non-core resources are provided by bilateral agencies, UNIFEM is also seeing results from the partnerships between the regional programme offices and the private sector, including that with Cisco Systems in the Arab States and with Avon and Full Jazz in Brazil, and from private foundations.

D. Challenges and future priorities

72. The assessment of achievements, challenges and gaps in the implementation by UNIFEM of its multi-year funding framework emanates from evaluations, programme and project reports, consultations with stakeholders, and the guidance and feedback that UNIFEM receives from its Consultative Committee. In 2004, the Consultative Committee commissioned an independent assessment of UNIFEM (A/60/62-E/2005/10) which highlighted the opportunities lost due to the failure to strengthen its positioning and resources. At its forty-fifth session in February 2005, the Consultative Committee provided its advice to the Administrator of UNDP on the further strengthening of UNIFEM. The Administrator, in his response to the Consultative Committee, has encouraged discussion of the recommendations by the Executive Board of UNDP and of UNFPA. The Consultative Committee submitted a statement to the Executive Board at its annual session in June 2005, drawing attention to the recommendations for the short term, namely: (a) addressing the deficit in the status of UNIFEM so that it can provide sustained expertise and leadership in gender equality in the very decision-making venues that it is mandated to influence by raising the level of the post of its Executive Director to that of Assistant Secretary-General; (b) through the United Nations Development Group, allocating clear coordination and technical leadership responsibilities to UNIFEM for supporting gender equality in field operations, including those related to the common country assessment/United Nations Development Assistance Frameworks, the Millennium Development Goals and poverty reduction strategy papers, along with resources adequate to assume those responsibilities; and (c) fully funding the UNIFEM multi-year funding framework 2004-2007.

Development effectiveness

73. While opportunities to mainstream gender equality into coordination and policy mechanisms such as poverty reductions strategy papers, the Millennium Development Goals and sector-wide approaches are significant, UNIFEM needs to strengthen its capacity and reach in order to influence and track the impact of those mechanisms on gender equality. UNIFEM needs to invest more heavily in supporting knowledge and action networks which can act in a timely manner and which can interact with each phase of those processes, from formulation to implementation and evaluation, so as to ensure that gender equality considerations are taken into account throughout the cycle. In addition, all frameworks related to gender equality — the Millennium Development Goals, the Convention on the Elimination of All Forms of Discrimination against Women and the Platform for Action — need to be applied coherently, particularly in the context of aid

effectiveness. UNIFEM will strengthen the follow-up to its work on *Pathways to Gender Equality*[3] and support Governments and civil society in building the capacity to manage these commitments holistically.

74. The increased involvement of UNIFEM in programming related to peace and security has yielded results and responded to immediate needs. UNIFEM needs to respond in a timely and effective manner, in particular because the window of opportunity for securing gender justice in post-conflict reconstruction closes very quickly. Following the UNIFEM Conference on Gender Justice in Post-Conflict Situations, UNIFEM is working with United Nations and other partners to devise a rapid-response mechanism which will offer better support to countries and to the international community. In addition, given the inadequacy of action in response to gender-based violence in conflict and post-conflict situations, UNIFEM is strengthening its inter-agency advocacy and partnerships in support of a coordinated response to gender-based violence that utilizes the comparative advantages of each organization.

Organizational effectiveness

75. The triennial comprehensive policy review of operational activities for development of the United Nations system and internal assessments suggest that evaluation needs to be strengthened across the United Nations system, including at UNIFEM. UNIFEM plans to strengthen its evaluation capacity in the next reporting period so as to improve internal information, build the capacities of partners, and more effectively disseminate lessons learned from the catalytic initiatives it supports throughout the world.

76. Expanding support to entities which provide technical expertise on gender equality is consistent with the message emerging from paragraph 89 of General Assembly resolution 59/250, in which the Assembly called upon the United Nations development system to avail itself of the technical experience of UNIFEM on gender issues, and from the 10-year review of the Beijing Platform for Action for a more emphatic focus on implementation and accountability, and demonstrates the commitment required to achieve the Millennium Development Goals.

III. Recommendations

77. **The UNIFEM Consultative Committee, which is comprised of five Member States (Canada, Jordan, Mexico, the Niger and Slovenia) appointed by the President of the General Assembly, provides key recommendations to the Fund each year. At its forty-fifth session, the Committee made the following recommendation:**

Development effectiveness

1. **The Consultative Committee encourages UNIFEM to report annually to the Consultative Committee on how it has utilized the Convention on the Elimination of All Forms of Discrimination against Women as a basis for programming.**

2. **In view of the upcoming 10-year review of the Beijing Platform for Action and of the High-Level Plenary Meeting of the General Assembly on**

the five-year review of the United Nations Millennium Declaration, the Consultative Committee encourages UNIFEM to continue to promote gender equality and the empowerment of women through these review processes and in the outcome documents.

3. **Recognizing the contribution of UNIFEM to the ongoing United Nations reform effort, the Consultative Committee recommends that UNIFEM continue to be involved in all such processes, including the discussions on the report of the High-level Panel on Threats, Challenges and Change (see A/59/565). In this regard, the Consultative Committee encourages UNIFEM to bring the organizational assessment to the attention of Member States and to continue, in collaboration with relevant United Nations entities, to promote the strengthening of the gender architecture of the United Nations system.**

4. **The Consultative Committee requests UNIFEM to work closely with the United Nations Development Group Office to define the system-wide work plan for the implementation of General Assembly resolution 59/250, on the triennial comprehensive policy review of the operational activities of the United Nations system, and to ensure that the technical expertise of UNIFEM contributes to strengthening the ability of United Nations country teams to integrate gender analysis in poverty reduction strategy paper processes, as well as in common country assessment/United Nations Development Assistance Framework processes.**

5. **The Consultative Committee welcomes the proposed new strategy for the Trust Fund in Support of Actions to Eliminate Violence Against Women and welcomes also that action and investment in the area of elimination of violence against women is recognized as a quick win for development in the report of the United Nations Millennium Project, *Investing in Development: A Practical Plan to Achieve the Millennium Development Goals*[4] and encourages UNIFEM to bring to the attention of Member States the need to replenish the Trust Fund.**

Organizational effectiveness

6. **The Consultative Committee notes the ongoing efforts of UNIFEM to finalize the framework for collaboration with the Department of Peacekeeping Operations and the Department of Political Affairs with a view to devising a joint strategy for implementation of Security Council resolution 1325 (2000) and encourages UNIFEM to bring these efforts to a close.**

7. **The Consultative Committee notes with appreciation the report on the implementation of the first year of the multi-year funding framework 2004-2007 and expresses its satisfaction with its focus on outcomes. It encourages current and potential donors to devote a greater share of their contributions to the regular resources of UNIFEM and to make commitments to multi-year funding. The Consultative Committee encourages UNIFEM to reach out to all Member States in this respect, including through annual written appeals addressed to permanent missions that highlight the Fund's priority needs.**

8. **The Consultative Committee welcomes the revised guidelines on the operational relationship between UNIFEM and UNDP and looks forward to the establishment of the oversight committee and the issuance of the instrument for the delegation of authority.**

9. **The Consultative Committee is of the belief that UNIFEM should participate in all high-level interdepartmental and interagency committees, bodies and meetings, such as the Executive Committee on Peace and Security, the Executive Committee on Humanitarian Affairs and the Inter-Agency Standing Committee.**

10. **The Consultative Committee congratulates the Fund for the major increase in its cost-sharing resources and for reaching out to the private sector, and encourages it to pursue its resource mobilization strategy 2005-2007, including through the promotion of the Fund's objectives and goals.**

11. **The Consultative Committee supports the commitment of UNIFEM to ensuring predictability and a high rate of delivery, and recommends that, unless there is a need to change the formula, the Executive Director can approve the allocation of core funds for programming as soon as possible after 1 January. This practice will be reviewed at the time of the Consultative Committee meeting. Since moving from allocations to full disbursement takes many months, the Consultative Committee will recommend adjustments if required.**

12. **The Consultative Committee endorses the distribution by UNIFEM of resources, as proposed in the finance report.**

In conclusion

13. **The Consultative Committee requests that UNIFEM report to it annually on its multi-year funding framework 2004-2007, tracking progress according to the key results and indicators.**

14. **The Consultative Committee decides to convene another two meetings, prior to the substantive session of 2005 of the Economic and Social Council and prior to the sixtieth session of the General Assembly, to discuss the appropriate committee for the consideration of the UNIFEM resolution, the draft budget for the biennium 2005-2007 and other outstanding issues.**

15. **The Consultative Committee expresses its thanks to the Advisory Panel for its report, entitled "Organizational assessment: UNIFEM past, present and future" (A/60/62-E/2005/10, annex).**

16. **The Consultative Committee expresses its gratitude to UNIFEM for its continuing support and for its ongoing efforts concerning gender justice following the convening of the first Conference on Gender Justice in Post-Conflict Situations in September 2004.**

Notes

[1] The review culminated in the discussion held by the Commission on the Status of Women at its forty-ninth session. See *Official Records of the Economic and Social Council, 2005, Supplement No. 7* (E/2006/27).

[2] Replication involves duplicating or adapting a UNIFEM-supported initiative. Upscaling or institutionalizing is when another organization either extends the initiative to a greater number of locations (e.g., the counselling approach being adopted by every state in a country) or integrates it and budgets for it in existing processes (e.g., making a pilot training course a permanent part of a university curriculum).

[3] Lee Waldorf, *Pathways to Gender Equality: CEDAW, Beijing and the MDGs* (UNIFEM, New York, 2004).

[4] Box 5.1, sixteenth recommendation. The report, first published by Earthscan (London and Sterling, Virginia, United States of America, 2005), can be accessed at http://www.unmillenniumproject.org.